

ARTICLE 5.13: HEALTH INSURANCE BENEFITS FOR  
HOURLY AND SPECIAL RATE EMPLOYEES

SECTION 5.13.1: HEALTH INSURANCE BENEFITS FOR HOURLY AND SPECIAL RATE EMPLOYEES.

Unless additional or different health insurance benefits are mandated by federal or state law, Hourly or Special Rate employees, not otherwise eligible for health insurance pursuant to the Section 5.1.6 (FLEXIBLE BENEFITS PLAN), shall be eligible for health insurance benefits under the following circumstances:

- (a) Eligibility: An Hourly or Special Rate employee who is employed by the County for an average of at least 30 hours of service per week, measured over a twelve month period, shall be eligible for participation in County-provided health insurance according to the terms of this section. A newly hired Hourly or Special Rate employee who, at the time of hire, will be expected to work an average of 30 or more hours per week, shall become eligible within 90-days upon his/her hire date, subject to the waiting period specified below. If it cannot reasonably be determined that a newly hired employee is expected to be employed on average at least 30 hours per week, he/she will be subject to the twelve month measurement period before eligibility is determined.
- (b) Employees eligible for coverage under this section will be enrolled in the County's least costly health plan. An employee eligible for coverage under this section may elect employee only coverage, or they may choose coverage for themselves and their dependents.

For purposes of this section, the term "dependent" means a spouse or domestic partner (as defined in Compensation Ordinance §1.1.3) or a child (as defined in 26 USC §152(f)(1)) of an employee or child of a domestic partner who has not attained age 26. A child attains age 26 on the 26th anniversary of the date the child was born.

- (c) Waiting Period: Once an employee becomes eligible for coverage under this section, the effective date of coverage for employees shall be the first day following the month of eligibility. An employee will be required to complete a new waiting period if they have a break in service. A break in service occurs when an employee:
  - (1) Has not been credited with paid hours of service for a period of 26 weeks or longer,
  - (2) Has not been credited with hours of service for at least four consecutive weeks and the period of non-service exceeds the

number of weeks the employee had paid hours of service immediately preceding the period of non-service.

- (d) For purposes of this section, periods of Special Unpaid Leave (as defined in 26 CFR §54.4980H-3) will not be counted in calculating an employee's average hours worked for eligibility purposes, or in measuring an employee's break in service.

- (e) Employee Contribution

- (1) Eligible employees' monthly contribution for self-only coverage shall be the lesser of the actual cost of the premium or 9.5% of the California minimum wage hourly rate of pay multiplied times 130 hours.
  - (2) Eligible employees' monthly contribution for employee plus dependants shall be the contribution required by subsection (1) above plus the difference between the premium for employee only coverage and employee plus dependent coverage.
  - (3) Employees who enroll in coverage (either self-only or for employee plus dependents) but fail to pay their share of the premium on a timely basis, will not be entitled to coverage for the period for which the premium is not timely paid.

(Added 09/19/14, Ord. No. 10354)